

**GOVERNMENT OF INDIA
EXTERNAL AFFAIRS
LOK SABHA**

UNSTARRED QUESTION NO:4374
ANSWERED ON:14.12.2016
Productivity Linked Incentive Scheme
Antony Shri Anto

Will the Minister of EXTERNAL AFFAIRS be pleased to state:

Will the Minister of EXTERNAL AFFAIRS be pleased to state:

(a) whether the Government is implementing any scheme called Productivity Linked Incentive Scheme (PLIS) to enhance the efficiency in the functioning of the Passport Offices in the country; and

(b) if so, the details thereof including the salient features of the scheme?

Answer

THE MINISTER OF STATE IN THE MINISTRY OF EXTERNAL AFFAIRS
[GEN. (DR) V. K. SINGH (RETD)]

(a) Yes. The Ministry of External Affairs is implementing a Scheme called Productivity Linked Incentive Scheme (PLIS) to enhance the efficiency in the functioning of the Passport Offices in the country.

(b) The salient features of the PLIS are as under:-

(i) PLIS is an incentive which is awarded after individual/group performance is measured against pre-set goals for a given period of assessment.

(ii) It is non-additive and non-cumulative.

(iii) It is a variable component of the pay and is a reward based on performance.

(iv) PLIS is aimed at significant improvements in economy, efficiency and effectiveness; enhancing sustained higher productivity by motivating employees through incentivizing individual and/or team performance and acting as a catalyst to usher in responsive governance and public accountability by linking tangible rewards to measurable achievements of employees.

(v) The Scheme is applicable to the officials of Central Passport Organisation (CPO) in Pay Band 1, Pay Band 2 and Pay Band 3 of the Sixth Pay Commission including those on deputation to CPO.

(vi) PLIS in respect of all the cadre officials is being implemented from the date of commissioning of the respective Passport Seva Kendra (PSK)/ Passport Seva Laghu Kendras (PSLK) within the jurisdiction of the concerned Regional Passport Office (RPO)/ Passport Office (PO).

(vii) Payment of incentive is subject to proper work data kept on record in respect of PSKs/PO/RPO.

(viii) PLIS is paid between 15% and 35% of the Basic Pay + Grade Pay subject to a maximum of Rs. 1,20,000/- per annum.

(ix) It is paid on quarterly basis by the Passport Office after obtaining the approval of the Ministry of External Affairs.